



### From the Chairperson

In this Newsletter, your attention is drawn to the website of the Board ([www.psychologyboard.qld.gov.au](http://www.psychologyboard.qld.gov.au)). Registrants are urged to check this website in order to access information regarding the Board's functions, composition, meeting schedule, legislation, registration, supervised practice, supervisor training, policies and contact details. Links to other State and Territory Registration Boards may be found, as well as the link to the Legislation which governs the Board's activities. Moreover, the procedures for complaints to the Board are also accessible. The website is also used to advertise workshops.

On behalf of the Board, I remind registrants who hold General Registration with Probationary Conditions, not to imply that these conditions have not been imposed. Examples of different qualifiers for Psychologists-in-training are provided.

A further progress report on the Supervisor Training and Accreditation Program is provided, together with a list of future workshops and an application form to attend workshops. Congratulations are extended to those supervisors who have completed the program (see the list below).

Your attention is drawn to a workshop on the Psychologist as Expert Witness, especially in the Family Court. The presenter, Dr Bob Montgomery, has many years of experience doing exactly this work. At a recent meeting (10 November 2005), the Board decided to recommend this workshop to registrants.

Professor Gina Geffen

### USE OF TITLE "PSYCHOLOGIST" BY PROBATIONARY REGISTRANTS

**REMINDER: A registrant who holds General Registration with Probationary Conditions, must not hold himself or herself out to be registered without the conditions.**

Section 141 of the Act states: *A registrant who is registered on conditions, including, for example, probationary conditions, must not –*

- (a) *claim, or hold himself or herself out, to be registered without the conditions or any conditions; or*
- (b) *allow himself or herself to be held out as being registered without the conditions or any conditions.*

The maximum penalty is \$7,500.

Psychologists with Probationary Conditions must use a qualifier with the title "psychologist" to indicate they have conditions on their registration. As advised in the Board's May 2005 Newsletter, to assist probationary registrants to meet their obligations under the Act, the Board agreed that the title "Psychologist-in-training" was appropriate for probationary registrants, as the Supervised Practice Program is indeed a training program. However, probationary registrants may use another qualifier if they wish, providing the qualifier indicates that their registration is subject to supervisory or probationary conditions. Examples of appropriate qualifying titles include:

- Psychologist-in-training
- Psychologist (with Conditions)
- Psychologist (under supervision)
- Psychologist (Conditionally Registered)
- Probationary Psychologist
- Psychologist (Probationary conditions)
- Intern Psychologist

The qualifier must be used whenever the title "psychologist" is used. (eg on letterhead; advertisements; business cards; identity badges; and under the probationary registrant's name or signature on reports, letters etc).

### WORKSHOP

#### Update on the Psychologist as Expert Witness, especially in the Family Court

In 2004 the Family Court introduced new and demanding rules regarding the conduct of psychological assessments for the Court, the content and form of reports, and the behaviour of psychologists as expert witnesses. Other courts have introduced similar rules. Adherence to these rules is essential for legal acceptance and ethical practice. This workshop provides a detailed introduction into the rules and their application in practice, within the wider context of changing expectations of psychologists as expert witnesses in the legal system. **Topics covered include:** the new rules for expert witnesses; forensic psychological assessment; the demise of clinical judgment; writing reports for the courts; and appearing in court as an expert witness.

**The presenter: Dr Bob Montgomery** is an experienced forensic and clinical psychologist.

Where, when and what does it cost? **These one-day workshops are run in response to demand.** A dozen psychologists paying around \$175 each should make a viable workshop, depending on location. Suggest the workshop to your employer, colleagues or local associations. Email Dr Montgomery at [abra@bigpond.net.au](mailto:abra@bigpond.net.au) to express interest in or arrange a workshop.

Further information on this Workshop and other professional development opportunities for registrants can be found on the Board's website.

## FROM THE PROFESSIONAL STANDARDS AND HEALTH MONITORING COMMITTEE

### Minimizing the Chances of Clients Lodging Complaints

Every month, the Professional Standards and Health Monitoring Committee receive complaints from the general public and from other professionals about registered psychologists. A number of these complaints are the direct result of psychologists acting in a manner which is contrary to the provisions of the relevant Act or to the interests of clients. More recently, the Committee has dealt with several complaints in relation to misrepresentation. However, a number of complaints result from poor communication between the practitioner and the client. In such instances, the question invariably arises as to whether the practitioner could have dealt with a situation in a different manner and thereby reduced the chances of the client taking the next step and reporting the matter to the Board for action?

In this brief discussion of the issue of minimizing complaints, we wish to draw your attention to two practices: the first relates to the practice of peer review, and the second, refers to the issue of psychologists dealing with personal mental health issues.

The medical profession has been attempting to develop a culture which recognizes the occurrence of errors and promotes open discussion of suboptimum interventions or errors with a view to enhancing services. The NHS in the United Kingdom has taken a lead in the area of what is termed "consultant appraisal". By psychologists developing processes to engage in professional appraisal, through confidential dialogue between colleagues, practitioners are afforded the opportunity to identify potential problems before they escalate into more significant problems, and at the same time, to further the development of their professional practice skills. This professional appraisal process may relate to psychologists' interventions with clients or to record keeping or other aspects of professional practice.

Mechanisms for engaging in such professional appraisal are beyond the scope of this proposal, but the Committee wishes to emphasise the significant benefits for individual practitioners and for the profession that may be derived from the use of professional appraisal for the early identification of potential difficulties and for addressing such difficulties. Your attention is drawn to the "Peer Consultation Network Guidelines" recently released by the Australian Psychological Society (APS). As you are aware, the Board endorses the APS Code of Ethics and Ethical Guidelines and is guided by, though not limited to, the APS Code of Ethics and Ethical Guidelines when assessing the professional conduct of registrants.

The second issue relates to psychologists who may be experiencing psychological difficulties themselves. We are very aware of the problems of clients, but how willing are we to recognize our own vulnerability to stress, depression, burn-out or other conditions which have the potential to impact upon our professional lives? Should this occur, it is far better for the practitioner to seek assistance than to have to deal with the ramifications of not seeking assistance and being "reported" by a concerned friend or colleague, who may still have the best interests of the person at heart. The Board does provide for a confidential assessment service of practitioners who are considered to be at risk of suffering from an impairment which may affect their practice. However, being proactive in seeking such assistance is always preferable.

The Board takes the view that it is preferable to be proactive and minimize situations leading to complaints rather than dealing with complaints and the inevitable concerns, distress, and financial, time and emotional costs which often accompany the processes resulting from complaints.

### UPDATE ON THE SUPERVISOR TRAINING AND ACCREDITATION PROGRAM (STAP)

The second report from the Consortium providing the STAP program was considered by the Board at its meeting on 20 October 2005. STAP commenced in November 2004 and, at the time of the

report, had been running for nearly twelve months. Key points from this report are provided below.

#### Workshops

To 20 October 2005, nine workshops have been conducted, four in Brisbane and one in each of the following regional areas: Sunshine Coast; Gold Coast; Rockhampton; Toowoomba and Townsville. 154 registrants have attended these workshops and 62 of these have been accredited as supervisors for the Supervised Practice Program. The accreditation process occurs over a 4-8 month period after attendance at a workshop. A total of 17 registrants from a variety of specialist areas in psychology have been trained as markers for the accreditation process.

Workshop attendees have come from diverse areas of practice of the profession in the State including; the State and Commonwealth government sectors (eg Corrective Services, Education Queensland, Queensland Health, Centrelink etc); universities; non-government agencies; and private practice. There has been a good mix of participants from various specialist areas in the profession.

Workshop attendees have had a range of experience in supervision. Participants have ranged from senior psychologists in the State, with many years of experience in the supervision of junior colleagues and postgraduate psychology students, to those registrants who have recently become eligible to supervise probationary registrants and who have relatively little or no experience in supervision.

#### Workshop Participant feedback for 2005: average ratings over 7 workshops

Participants provided overall satisfaction ratings in the very good to excellent range for the Workshop and for the evaluated components of the Workshop, (range of 4-5 on the Consortium's Workshop evaluation form). The overall ratings were:

Overall rating for workshop:	4.5
Overall rating for workshop content:	4.4
Presenter ratings:	4.8
Workbook rating:	4.5
Overall rating of venue and administration:	4.4

Over the period that STAP has been running, the Consortium has acted on feedback from participants, with changes made to the workshop and accreditation processes.

Interest has been expressed to the Board by other States in relation to adopting a similar supervisor training program for psychologists and the Board has received a request from an interstate Health Department to view an outline of the STAP and/or purchase materials associated with the STAP.

#### How to Access Information on STAP.

For information on STAP follow the link labeled "Supervisor Training" on the Board's website: [www.psychologyboard.qld.gov.au](http://www.psychologyboard.qld.gov.au) In response to the many enquiries the Board receives from registrants about STAP, the Consortium has provided a document for the Board's website called "Questions and Answers". In addition, the Board's STAP Newsletter, distributed to registrants in April 2005, is also available on the Board's website. **Please check the website regularly** for updates on STAP, especially any changes to locations or dates of Workshops.

#### Contact Details for STAP

Supervisor Training and Accreditation Program  
Suite 82, Silverton Place  
101 Wickham Terrace  
BRISBANE QLD 4000

Email Address: [supervision-program@griffith.edu.au](mailto:supervision-program@griffith.edu.au)

#### Accredited Supervisors

The Board congratulates the following registrants who were accredited as supervisors by the Board between 21 April 2005 and 10 November 2005:

Ms Sandra Bennett  
Mrs Maggie Bailey  
Ms Mary-Ann Barfod  
Dr John Barletta  
Dr Maureen Barnes  
Mr Lee Beames  
Dr Herbert Biggs  
Dr Maureen Burke  
Ms Karen Butler

Mrs Trisha Cabrero  
Mr Craig Camamile  
Mr Alister Campbell  
Dr Leanne Casey  
Dr Robert Closs  
Dr Patrick (Des) Coates  
Ms Donna Corcoran  
Mr Timothy Corcoran  
Mrs Susan Cousin  
Mrs Donna Denham  
Mr Roger Dooley  
Mrs Kathleen Ellerman  
Mr Lee Fantinel  
Miss Melody-Anna Fior  
Mr Robert Forsterlee  
Dr Michael Free  
Ms Sally Frye

Ms Sallie Gardner  
Ms Vanessa Ghea  
Dr Edward Helmes  
Ms Patricia Johnson  
Dr Nigar Khawaja  
Mrs Jenny Krasny  
Mr Bernard (Brian) Laverty  
Mr Clifford Leong  
Dr Roger Lowe  
Mr Malcolm Mackenzie  
Miss Marianna Masiorski  
Mrs Lisa McLean  
Ms Lynda Melville  
Mr Steven Munns  
Mrs Robyn Murray  
Ms Sigrid O'Callaghan  
Dr Analise O'Donovan

Mrs Dianne O'Malley  
Ms Pamela Orreal  
Dr Grace Pretty  
Dr Jennifer Promnitz  
Ms Jordan Schaan  
Ms Jane Scott  
Mrs Sandra Spring  
Mrs Erin Stafford  
Mr Esben Strodl  
Dr Elizabeth Tindle  
Ms Dragica (Dee) Vukalovich  
Ms Vicki Webster  
Mrs Hayley Webster  
Ms Ranees Wheat  
Dr Christelle Withers-Mayne  
Prof Ross Young

#### Dates and Locations of 2006 Workshops

Location	Dates of Workshops in 2006	Register by
Brisbane	24 + 25 February 2006	9 January 2006
Brisbane	30 + 31 March 2006	13 February 2006
Bundaberg (SC)	17 + 18 March 2006	27 January 2006
Toowoomba	19 + 20 May 2006	31 March 2006
Brisbane	16 + 17 June 2006	28 April 2006
Townsville	22 + 23 June 2006	5 May 2006
Cairns	7 + 8 July 2006	19 May 2006
Brisbane	3 + 4 August 2006	15 June 2006
Mackay	24 + 25 August 2006	7 July 2006
Gold Coast	13 + 14 October 2006	25 August 2006
Brisbane	17 + 18 November 2006	29 September 2006

Note: As the accreditation process takes 4-8 months these 2006 workshops provide the last opportunity for registrants who are currently approved by the Board as supervisors (or who are approved as supervisors during 2006), to attend a workshop and achieve accreditation prior to the cut-off date of 30 April 2007. After 1 May 2007, approved supervisors for the Supervised Practice Program must be accredited.

### OFFICE CONTACTS

The Office of Health Practitioner Registration Boards (OHPRB) is open to the public between 9.00 am and 4.00 pm Monday to Friday and is located at:

Level 19, Forestry House  
160 Mary Street  
BRISBANE QLD 4000

#### Executive Officer:

Mr J O'Dempsey

#### Psychology Coordinator (Supervision):

Ms Helen Ross

#### Assistant Registrar:

Ms Pauline Portier

Phone: 61 7 3234 1164

Fax: 61 7 3225 2527

Email:

[psychology@healthregboards.qld.gov.au](mailto:psychology@healthregboards.qld.gov.au)

Website: [www.psychologyboard.qld.gov.au](http://www.psychologyboard.qld.gov.au)

Correspondence should be addressed to:

Executive Officer  
Psychologists Board of Queensland  
GPO Box 2438  
BRISBANE QLD 4001



